



Sustainable Development Addendum

Contract no: _____

Season: _____

Accommodation name: _____

Resort: _____

This Addendum is supplemental to, and shall be treated for all purposes as being part of, the Accommodation Contract to which it is attached ("the Agreement"). Words and expressions in this Addendum shall have the same meanings as those attributed to them in the Agreement.

- 1 In support of TUI's and its parent company TUI Travel PLC's, commitment to sustainable development, as evidenced by TUI Travel Plc's Group Sustainable Development Policy ("the Group Policy", www.tuitravelplc.com), which the Supplier hereby acknowledges to have read, the Supplier will initiate, or continue to develop and implement, a sustainability strategy covering the Supplier's impact on the environment, its employees and the local community.
- 2 All Suppliers are required to commit to the Group Policy and to maintain the practices and standards set out below during the Term. By entering into the Agreement the Supplier warrants and undertakes that it currently maintains, and will throughout the Term maintain as a minimum, each of the practices and standards specified in paragraph 6. TUI supports the UN Global Compact (www.unglobalcompact.org), the UN Convention on the Rights of the Child (www.unicef.org/crc), and implements The Code of Conduct against sexual exploitation of children (www.thecode.org). TUI hereby urges the Supplier to do the same.
- 3 The Supplier shall self-assess its current sustainability performance by registering on the Travelife Sustainability System, located at www.its4travel.com, and completing the on-line questionnaire. The Supplier will then work to improve its sustainability performance by implementing the resulting recommendations where practicable. The Supplier shall provide TUI with a copy of the assessment and resulting recommendations and, where applicable, its plan to implement the same.
- 4 To facilitate and demonstrate highest levels of environmental performance and commitment, the Supplier is encouraged to consider implementation of an international environmental management system such as ISO14001, EMAS or the EU-flower.
- 5 TUI itself or through its duly appointed consultants shall have the right to carry out unannounced inspections from time to time in order to monitor the Supplier's compliance with the above policies and commitments and to require change in the Supplier's practices if necessary, including a requirement to forthwith cease any practice or activity that is not in line with the Group Policy and the above commitments.
- 6 Minimum Practices and Standards:

Environmental

- Be actively engaged in aiming to achieve a reduction in energy and water consumption and costs.
- Be actively engaged in aiming to achieve a reduction in the volume of solid waste produced.
- Ensure all waste water discharged from the business is treated to meet national regulatory standards.
- The supplier shall upon request be able to report the total consumption of water and energy as well as total occupancy per month of the premises.

Social & Ethical

- Ensure compliance with local employment legislation and that employees are paid at least a living wage or a wage equal to the national legal minimum wage.
- Ensure that children are protected against sexual abuse or exploitation on the premises and that the Supplier and its employees are aware of The Code of Conduct against sexual exploitation of children and follow its recommendations, such as reporting any suspicious behaviour from guests to relevant local authorities.
- Ensure that if persons aged 17 or under are employed, they are afforded full protection in accordance with the UN Convention on the Rights of the Child, and local legislation, and are provided with favourable working times and favourable conditions of work specifically designed to protect them.

Captive Animals

- If the Supplier's business involves captive animals in any form (e.g. as part of entertainment, captive birds, a petting zoo, etc), all animals must have been acquired legally and in accordance with the Convention on International Trade in Endangered Species of Wild Fauna and Flora, CITES (www.cites.org), and the animal welfare guidelines outlined in the Travelife Animal Attractions Handbook must be observed (www.its4travel.co.uk).

Name and date here

Name and date here

Signed on behalf of the Supplier by its duly authorised signatory

Signed on behalf of the Tour Operator by its duly authorised signatory